

**PAY DIFFERENTIAL 346  
PEREZ STAGED PERSABILITY PAY DIFFERENTIAL -  
BARGAINING UNIT 16 AND EXCLUDED**

Established: 04/01/07 and 06/05/07

Amended: 04/01/07 and 06/05/07

CLASS TITLE	CLASS CODE	CBID	DEPARTMENT
<b>Rank and File:</b>			Department of Corrections and Rehabilitation, Correctional Health Care Division and Adult Institutions; and Division of Juvenile Justice
Dentist, Correctional Facility	9268	R16	
<b>Excluded:</b>			
Supervising Dentist, Correctional Facility	9371	S16	
Chief Dentist, Correctional Facility	9344	M16	

RATE	EARNINGS ID
<b>9268 Dentist, Correctional Facility</b>	
<b>3 YEAR STAGED PERS</b> Range A, B, or C to Range P \$2373 per month effective 04/01/07 – 03/31/08 \$1186 per month effective 04/01/08 – 03/31/09	8X14 8X19
<b>2 YEAR STAGED PERS</b> Range A, B, or C to Range P \$1006 per month effective 04/01/07 – 03/31/08	8X10
<b>3 YEAR STAGED PERS</b> Range B, C, or D to Range Q \$2615 per month effective 04/01/07 – 03/31/08 \$1308 per month effective 04/01/08 – 03/31/09	8X15 8X20
<b>2 YEAR STAGED PERS</b> Range B, C, or D to Range Q \$1109 per month effective 04/01/07 – 03/31/08	8X11
<b>3 YEAR STAGED PERS</b> Range B, C, or D to Range R \$2914 per month effective 04/01/07 – 03/31/08 \$1457 per month effective 04/01/08 – 03/31/09	8X16 8X21
<b>2 YEAR STAGED PERS</b> Range B, C, or D to Range R \$1235 per month effective 04/01/07 – 03/31/08	8X12

RATE	EARNINGS ID
<b>9371 Supervising Dentist, Correctional Facility</b>  <b>NOTE: FOR NEW HIRES ONLY</b>  <b>3 YEAR STAGED PERS</b> Range P \$3060 per month effective 06/05/07 – 03/31/08 \$1530 per month effective 04/01/08 – 03/31/09	     8X18 8X23
<b>9344 Chief Dentist, Correctional Facility</b>  <b>3 YEAR STAGED PERS</b> Range A, B, or C to Range P \$3946 per month effective 04/01/07 – 03/31/08 \$1973 per month effective 04/01/08 – 03/31/09  <b>2 YEAR STAGED PERS</b> Range A, B, or C to Range P \$1673 per month effective 04/01/07 – 03/31/08	     8X17 8X22   8X13

CRITERIA
<p>The above rates are effective 04/01/07 and 06/05/07 for the classifications listed above and are in accordance with Federal Court Order Perez, et al. v. Roderick Hickman, et al No. C 05-05241 JSW order granting, in part, and denying as moot, in part, plaintiffs' motion for order requiring defendants to increase dental salaries, hire key dental managers, and streamline dental hiring practices, filed 06/12/07.</p> <ul style="list-style-type: none"> <li>• Application of these rates will sunset on 03/31/09.</li> <li>• This differential shall not be subject to the compliant and/or grievance and arbitration processes.</li> <li>• Effective 04/01/08 when the pay differential is reduced, the difference between the 04/01/07 pay differential rate and the 04/01/08 pay differential rate shall be rolled into the employee's base pay.</li> <li>• Effective 04/01/08 when the pay differential is reduced, the difference between the 06/05/07 pay differential rate and the 04/01/08 pay differential rate shall be rolled into the employee's base pay.</li> <li>• Employees will retain their constant differential rate when moving between salary ranges within a classification.</li> </ul>

FOR ALL CLASSES: IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes/No Retired Annuitants *
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE: THE FOLLOWING BENEFIT PAY	
OVERTIME	N/A
IDL	Yes
EIDL	Yes
NDI	Yes
LUMPSUM VACATION	Yes
LUMPSUM SICK	Yes
LUMPSUM EXTRA	Yes

\* Staged PERS does not apply to Retired Annuitants. Use the Alternate Range Criteria for the class to determine the appropriate non-staged range to place the Retired Annuitant.